

Special Session

Agenda Item #	3
Meeting Date	March 19, 2007
Prepared By	Wayne Hobbs Deputy City Manager
Approved By	Barbara B. Matthews City Manager

Discussion Item	Resolution to Ratify the Collective Bargaining Agreement with AFSCME Local 3399
Background	The City's negotiating team, consisting of Daryl Braithwaite, Yovonda Brooks, and Wayne Hobbs, has been meeting over the past nine months with representatives of Local 3399 and Council 67 of the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and have concluded negotiations with the assistance of a Mediator from the Federal Mediation and Conciliation Service. Agreement was reached on a four-year contract by the negotiating teams. The Local 3399 membership ratified the agreement on March 7, 2007. Attached is a listing of the more significant contract provisions.
Policy	Title 4, Section 4.08 of the City Code prescribes the policy for Collective Bargaining.
Fiscal Impact	There are sufficient funds in the FY 07 Budget to cover the increases for the 3.1% market increase in salaries and the increases in the various allowances and shift differential.
Attachments	1. List of significant agreements. 2. Proposed Resolution of Ratification.
Recommendation	Staff recommends that Council adopt the attached Resolution ratifying the collective bargaining agreement with AFSCME for the period of July 1, 2006 through June 30, 2010.
Special Consideration	None.

Some of the more significant contract provisions:

- Market Adjustment for Wages in FY 07 of 3.1% and in FY 08 of 3.5%. Future years will use the ECI as we have been with a minimum of a 3% increase. (Previous minimum was 2.5%).
- Uniform allowance for civilian uniformed police personnel increases from \$400.00 to \$480.00 per year.
- Uniform allowance for crossing guards increases \$200.00 to \$230.00 per year.
- Boot and glove allowance for public works staff increases from \$350.00 to \$400.00 per year.
- On March 26, 2007 the following allowances become effective:

Shift differential for Police Dispatchers increases from \$1.45 to \$1.50 per hour.

Building Maintenance Personnel who are required to work a shift from 4PM to Mid-night will receive a shift differential of \$1.50 per hour for hours worked during this shift.

Meal Allowance for workers performing work outside of regular schedule which is primarily during snow removal increases from \$7.00 per meal to \$10.00 per meal

New skill pay categories go into effect:

CDL qualified driver whose position does not require a CDL will receive an additional \$1.00 per hour when actually driving a vehicle requiring a CDL.

Maintenance Technicians in Grade 23 or lower will receive an addition \$1.00 per hour when operating the tub grinder.

- The Union has the option to reopen the Contract in January 2008 or January 2009 to discuss remedies for late evaluations, if there is an existing problem with late evaluations at that time. A late evaluation is one that is not completed within 60 days of the ending date of the evaluation period.
- Effective July 1, 2007 the City will match the Employee's contribution to the Deferred Compensation Plan (457 Plan) up to one and one-half percent of the Employee's base salary, not to include overtime.
- Effective July 1, 2008 the City will match the Employee's contribution to the Deferred Compensation Plan (457 Plan) up to two percent of the Employee's base salary, not to include overtime.

- The City will conduct a market study in FY 08 and each subsequent 3 years to determine if wages are competitive with the market area which is defined as Annapolis, Rockville, Bowie, Laurel, Greenbelt, Gaithersburg, College Park, and Hyattsville. The results of the study will be used to determine any required changes in the Market Adjustment and/or for changes in wage ranges to be effective in the next fiscal year.
- Procedures and policies were clarified and improved relating to Use of Sick Leave; Disciplinary Actions; Performance Evaluations; and Family Medical Leave.
- **DURATION OF AGREEMENT:** the term of the new contract is four years, i.e., July 1, 2006 through June 30, 2010.

Introduced By: Councilmember

RESOLUTION 2007-

**RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
COUNCIL 67 AND LOCAL 3399 OF THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO AND
THE CITY OF TAKOMA PARK, MARYLAND**

WHEREAS, the Negotiating Teams representing the City of Takoma Park, Maryland and the Union representing City staff who are members of Local 3399 of The American Federation of State, County, and Municipal Employees, AFL-CIO have culminated negotiations on a new contract covering four years from July 1, 2006 through June 30, 2010; AND

WHEREAS, both parties request that funds necessary to implement the Agreement be approved by the Council pursuant to Section 8B-206 (g) of the Takoma Park Code; AND

WHEREAS, both parties request Council Approval of any provisions of this agreement which conflict with City Code, rule, or regulation, pursuant to Section 8B-206 (g) of the Takoma Park Code.

NOW, THEREFORE, BE IT RESOLVED, that the Council ratifies the Collective Bargaining Agreement, effective July 1, 2006 through June 30, 2010, between the City of Takoma Park and Local 3399 of the American Federation of State, County, and Municipal Employees, AFL-CIO and authorizes the City Manager or her designee to sign the Collective Bargaining Agreement

Dated this ____th day of March, 2007.